

GENERAL SECRETARIAT OF THE ORGANIZATION OF AMERICAN STATES
BASIC SALARY SCALE
(United States dollars) - (Effective January 1, 2017)

Professionals regardless of duty station

	1	2	3	4	5	6	7	8	9	10	11	12	13	PP1 *	PP2 *
P01	35,998	37,078	38,158	39,238	40,317	41,398	42,478	43,558	44,638	45,719	46,798	47,877	48,957	50,037	
P02	46,026	47,298	48,570	49,842	51,115	52,389	53,662	54,932	56,206	57,477	58,749	60,024	61,294	62,568	
P03	58,583	60,005	61,428	62,849	64,273	65,695	67,117	68,542	69,963	71,386	72,811	74,232	75,656	77,077	78,500
P04	70,647	72,184	73,721	75,258	76,795	78,331	79,870	81,407	82,943	84,480	86,020	87,553	89,091	90,629	92,167
P05	84,721	86,314	87,908	89,499	91,093	92,684	94,279	95,871	97,464	99,056	100,650	102,240	103,835		
D01	96,865	98,738	100,612	102,486	104,354	106,228	108,100	109,970	111,845	113,716	115,588	117,459	119,331		
D02	107,150	109,281	111,412	113,546	115,680	117,812	119,944	122,076	124,208	126,340					

- Spousal Allowance: 6% of net remuneration (Basic Salary + Post Adjustment)
- Single Parent First Child Allowance: 6% of net remuneration (Basic Salary + Post Adjustment)
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- Single Parent First Child Allowance: 6% of net remuneration (Basic Salary + Post Adjustment)
- Transitional Allowance: 6% of net remuneration (Basic Salary + Post Adjustment). The transitional allowance will be reduced by 1% of net remuneration every 12 months starting on January 1, 2018 until the amount of the transitional allowance becomes equal to or less than the amount of the child allowance.

Child Allowance **2,929**
Secondary Dependent Allowance **1,025**

* These steps and their respective salaries are outside the salary scale and will be maintained as a pay protection measure. They will be subject to the same adjustment as those within the scale structure and will be maintained by the ICSC.

Within-grade increments are awarded on the basis of satisfactory service.

The qualifying period for an in-grade increase is as follows:

- P-1: Annually through step 7, two years for steps 8 through 13; no increase beyond step 13
- P-2: Annually through step 7, two years for steps 8 through 13; no increase beyond step 13
- P-3: Annually through step 7, two years for steps 8 through 13; no increase beyond step 13
- P-4: Annually through step 7, two years for steps 8 through 13; no increase beyond step 13
- P-5: Annually through step 7, two years for steps 8 through 13; no increase beyond step 13
- D-1: Annually through step 4, two years for steps 5 through 13; no increase beyond step 13
- D-2: Annually through step 4, two years for steps 5 through 10; no increase beyond step 10

**GENERAL SECRETARIAT OF THE ORGANIZATION OF AMERICAN STATES
POST ADJUSTMENT FOR WASHINGTON, D.C. AS OF JANUARY 1, 2017****

Professionals

	1	2	3	4	5	6	7	8	9	10	11	12	13	PP1 *	PP2 *
P-1	16,451	16,945	17,438	17,932	18,425	18,919	19,412	19,906	20,400	20,894	21,387	21,880	22,373	22,867	
P-2	21,034	21,615	22,196	22,778	23,360	23,942	24,524	25,104	25,686	26,267	26,848	27,431	28,011	28,594	
P-3	26,772	27,422	28,073	28,722	29,373	30,023	30,672	31,324	31,973	32,623	33,275	33,924	34,575	35,224	35,875
P-4	32,286	32,988	33,690	34,393	35,095	35,797	36,501	37,203	37,905	38,607	39,311	40,012	40,715	41,417	42,120
P-5	38,717	39,445	40,174	40,901	41,630	42,357	43,086	43,813	44,541	45,269	45,997	46,724	47,453		
D-1	44,267	45,123	45,980	46,836	47,690	48,546	49,402	50,256	51,113	51,968	52,824	53,679	54,534		
D-2	48,968	49,941	50,915	51,891	52,866	53,840	54,814	55,789	56,763	57,737					

45.70%

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** Corresponds to 45.7% of basic salary

**GENERAL SECRETARIAT OF THE ORGANIZATION OF AMERICAN STATES
PENSIONABLE REMUNERATION**

As of January 1, 2017

Grade and Step matching at the time of transitioning

Professional Staff (regardless of duty station)

	Steps													PP1 *	PP2 *
	1	2	3	4	5	6	7	8	9	10	11	12	13		
P-1	66,702	68,879	71,075	73,291	75,526	77,788	80,070	82,376	84,706	87,064	89,442	91,848	94,281	96,742	
P-2	87,738	90,554	93,406	96,296	99,225	102,194	105,198	108,232	111,311	114,418	117,560	120,741	123,940	127,176	
P-3	117,148	120,694	124,279	127,893	131,546	135,220	138,918	142,643	146,373	150,120	153,879	157,632	161,393	165,144	168,894
P-4	148,173	152,224	156,282	160,342	164,400	168,449	172,496	176,526	180,539	184,537	188,524	192,472	196,413	200,333	204,230
P-5	185,162	189,282	193,384	197,455	201,511	205,535	209,547	213,527	217,488	221,423	225,343	229,232	233,114		
D-1	216,001	220,639	225,249	229,832	234,373	238,903	243,404	247,879	252,346	256,784	261,207	265,612	270,005		
D-2	241,123	246,233	251,316	256,382	261,424	266,442	271,440	276,423	281,389	286,343					

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